



# WAGE DETERMINATION NO: 94-2011 REV (24) AREA: AL,MONTGOMERY

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REGISTER OF WAGE DETERMINATIONS UNDER

U.S. DEPARTMENT OF LABOR

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WASHINGTON D.C. 20210

William W.Gross  
Director

Division of  
Wage Determinations

Wage Determination No.: 1994-2011

Revision No.: 24

Date Of Last Revision: 07/26/2002

State: **Alabama**

Area: **Alabama** Counties of Autauga, Bullock, Butler, Chilton, Coosa, Crenshaw, Dallas  
Elmore, Lowndes, Macon, **Montgomery**, Pike, Tallapoosa, Wilcox

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION TITLE

MINIMUM WAGE RATE

Administrative Support and Clerical Occupations

Accounting Clerk I	8.95
Accounting Clerk II	11.58
Accounting Clerk III	15.38
Accounting Clerk IV	16.87
Court Reporter	12.55
Dispatcher, Motor Vehicle	13.55
Document Preparation Clerk	9.44
Duplicating Machine Operator	9.44
Film/Tape Librarian	11.39
General Clerk I	8.11
General Clerk II	9.74
General Clerk III	10.91
General Clerk IV	11.58
Housing Referral Assistant	15.85
Key Entry Operator I	9.24
Key Entry Operator II	12.43
Messenger (Courier)	7.61
Order Clerk I	8.83
Order Clerk II	11.88
Personnel Assistant (Employment) I	14.25
Personnel Assistant (Employment) II	15.70
Personnel Assistant (Employment) III	20.67
Personnel Assistant (Employment) IV	24.58
Production Control Clerk	13.12
Rental Clerk	10.08
Scheduler, Maintenance	10.66
Secretary I	10.66
Secretary II	12.59
Secretary III	15.85
Secretary IV	20.00
Secretary V	20.13
Service Order Dispatcher	13.44
Stenographer I	9.46
Stenographer II	13.00

Supply Technician	14.88
Survey Worker (Interviewer)	11.92
Switchboard Operator-Receptionist	9.26
Test Examiner	12.59
Test Proctor	12.59
Travel Clerk I	8.85
Travel Clerk II	9.45
Travel Clerk III	9.96
Word Processor I	8.28
Word Processor II	10.07
Word Processor III	13.05
Automatic Data Processing Occupations	
Computer Data Librarian	7.74
Computer Operator I	9.72
Computer Operator II	11.67
Computer Operator III	17.28
Computer Operator IV	17.93
Computer Operator V	19.84
Computer Programmer I (1)	12.22
Computer Programmer II (1)	16.31
Computer Programmer III (1)	21.37
Computer Programmer IV (1)	25.83
Computer Systems Analyst I (1)	18.58
Computer Systems Analyst II (1)	25.08
Computer Systems Analyst III (1)	25.37
Peripheral Equipment Operator	11.19
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	15.49
Automotive Glass Installer	13.54
Automotive Worker	12.05
Electrician, Automotive	12.78
Mobile Equipment Servicer	10.56
Motor Equipment Metal Mechanic	13.52
Motor Equipment Metal Worker	12.05
Motor Vehicle Mechanic	13.52
Motor Vehicle Mechanic Helper	10.10
Motor Vehicle Upholstery Worker	11.33
Motor Vehicle Wrecker	12.05
Painter, Automotive	12.78
Radiator Repair Specialist	12.05
Tire Repairer	10.20
Transmission Repair Specialist	13.52
Food Preparation and Service Occupations	
Baker	8.79
Cook I	7.20
Cook II	8.79
Dishwasher	6.45
Food Service Worker	6.38
Meat Cutter	10.10
Waiter/Waitress	6.17
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	12.78
Furniture Handler	9.00
Furniture Refinisher	13.28
Furniture Refinisher Helper	10.19
Furniture Repairer, Minor	11.77
Upholsterer	13.28
General Services and Support Occupations	
Cleaner, Vehicles	7.71
Elevator Operator	7.37

Gardener	9.27
House Keeping Aid I	6.38
House Keeping Aid II	7.35
Janitor	7.37
Laborer, Grounds Maintenance	8.07
Maid or Houseman	6.38
Pest Controller	9.53
Refuse Collector	6.56
Tractor Operator	9.48
Window Cleaner	7.37
Health Occupations	
Dental Assistant	10.93
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.06
Licensed Practical Nurse I	11.07
Licensed Practical Nurse II	12.44
Licensed Practical Nurse III	13.91
Medical Assistant	9.77
Medical Laboratory Technician	10.21
Medical Record Clerk	9.77
Medical Record Technician	13.54
Nursing Assistant I	8.19
Nursing Assistant II	9.20
Nursing Assistant III	10.05
Nursing Assistant IV	11.27
Pharmacy Technician	12.19
Phlebotomist	11.57
Registered Nurse I	16.60
Registered Nurse II	20.32
Registered Nurse II, Specialist	20.32
Registered Nurse III	24.57
Registered Nurse III, Anesthetist	24.57
Registered Nurse IV	29.46
Information and Arts Occupations	
Audiovisual Librarian	16.37
Exhibits Specialist I	15.21
Exhibits Specialist II	18.14
Exhibits Specialist III	21.62
Illustrator I	14.41
Illustrator II	17.18
Illustrator III	20.48
Librarian	17.46
Library Technician	10.99
Photographer I	12.46
Photographer II	15.24
Photographer III	18.10
Photographer IV	22.14
Photographer V	26.79
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	6.72
Counter Attendant	6.72
Dry Cleaner	8.14
Finisher, Flatwork, Machine	6.72
Presser, Hand	6.72
Presser, Machine, Drycleaning	6.72
Presser, Machine, Shirts	6.72
Presser, Machine, Wearing Apparel, Laundry	6.72
Sewing Machine Operator	8.61
Tailor	9.09
Washer, Machine	7.15
Machine Tool Operation and Repair Occupations	

Machine-Tool Operator (Toolroom)	12.78
Tool and Die Maker	17.60
Material Handling and Packing Occupations	
Forklift Operator	10.49
Fuel Distribution System Operator	12.46
Material Coordinator	13.12
Material Expediter	13.12
Material Handling Laborer	11.22
Order Filler	10.21
Production Line Worker (Food Processing)	10.76
Shipping Packer	9.55
Shipping/Receiving Clerk	10.39
Stock Clerk (Shelf Stocker; Store Worker II)	11.75
Store Worker I	9.56
Tools and Parts Attendant	10.48
Warehouse Specialist	10.76
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	15.41
Aircraft Mechanic Helper	10.76
Aircraft Quality Control Inspector	15.10
Aircraft Servicer	12.02
Aircraft Worker	12.64
Appliance Mechanic	12.78
Bicycle Repairer	10.20
Cable Splicer	13.91
Carpenter, Maintenance	12.78
Carpet Layer	12.64
Electrician, Maintenance	13.83
Electronics Technician, Maintenance I	14.40
Electronics Technician, Maintenance II	15.28
Electronics Technician, Maintenance III	16.94
Fabric Worker	12.02
Fire Alarm System Mechanic	13.91
Fire Extinguisher Repairer	11.39
Fuel Distribution System Mechanic	13.91
General Maintenance Worker	12.05
Heating, Refrigeration and Air Conditioning Mechanic	14.51
Heavy Equipment Mechanic	15.12
Heavy Equipment Operator	15.73
Instrument Mechanic	17.78
Laborer	8.07
Locksmith	13.28
Machinery Maintenance Mechanic	15.52
Machinist, Maintenance	13.52
Maintenance Trades Helper	10.10
Millwright	15.55
Office Appliance Repairer	13.28
Painter, Aircraft	13.28
Painter, Maintenance	12.78
Pipefitter, Maintenance	14.87
Plumber, Maintenance	13.28
Pneudraulic Systems Mechanic	13.91
Rigger	13.91
Scale Mechanic	12.64
Sheet-Metal Worker, Maintenance	13.52
Small Engine Mechanic	13.49
Telecommunication Mechanic I	14.55
Telecommunication Mechanic II	17.62
Telephone Lineman	14.55
Welder, Combination, Maintenance	13.52

Well Driller	13.91
Woodcraft Worker	13.91
Woodworker	10.56
Miscellaneous Occupations	
Animal Caretaker	6.59
Carnival Equipment Operator	8.43
Carnival Equipment Repairer	9.48
Carnival Worker	7.34
Cashier	7.65
Desk Clerk	9.36
Embalmer	16.57
Lifeguard	9.42
Mortician	17.93
Park Attendant (Aide)	11.84
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.60
Recreation Specialist	10.55
Recycling Worker	10.75
Sales Clerk	9.93
School Crossing Guard (Crosswalk Attendant)	5.87
Sport Official	9.42
Survey Party Chief (Chief of Party)	14.25
Surveying Aide	9.47
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	12.96
Swimming Pool Operator	7.15
Vending Machine Attendant	7.28
Vending Machine Repairer	8.91
Vending Machine Repairer Helper	7.70
Personal Needs Occupations	
Child Care Attendant	9.37
Child Care Center Clerk	12.12
Chore Aid	6.78
Homemaker	16.50
Plant and System Operation Occupations	
Boiler Tender	15.54
Sewage Plant Operator	14.55
Stationary Engineer	15.54
Ventilation Equipment Tender	11.28
Water Treatment Plant Operator	16.01
Protective Service Occupations	
Alarm Monitor	9.61
Corrections Officer	13.06
Court Security Officer	13.55
Detention Officer	13.06
Firefighter	12.98
Guard I	7.04
Guard II	8.72
Police Officer	14.75
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	14.82
Hatch Tender	12.89
Line Handler	12.89
Stevedore I	12.12
Stevedore II	13.66
Technical Occupations	
Air Traffic Control Specialist, Center (2)	28.21
Air Traffic Control Specialist, Station (2)	19.46
Air Traffic Control Specialist, Terminal (2)	21.43
Archeological Technician I	13.52
Archeological Technician II	15.13
Archeological Technician III	18.76

Cartographic Technician	21.56
Civil Engineering Technician	17.32
Computer Based Training (CBT) Specialist/ Instructor	18.58
Drafter I	11.86
Drafter II	14.85
Drafter III	19.51
Drafter IV	21.57
Engineering Technician I	11.81
Engineering Technician II	14.85
Engineering Technician III	18.08
Engineering Technician IV	20.53
Engineering Technician V	25.10
Engineering Technician VI	30.38
Environmental Technician	15.06
Flight Simulator/Instructor (Pilot)	23.36
Graphic Artist	15.57
Instructor	19.50
Laboratory Technician	14.04
Mathematical Technician	19.05
Paralegal/Legal Assistant I	12.69
Paralegal/Legal Assistant II	18.51
Paralegal/Legal Assistant III	22.65
Paralegal/Legal Assistant IV	27.50
Photooptics Technician	20.45
Technical Writer	17.05
Unexploded (UXO) Safety Escort	17.93
Unexploded (UXO) Sweep Personnel	17.93
Unexploded Ordnance (UXO) Technician I	17.93
Unexploded Ordnance (UXO) Technician II	21.70
Unexploded Ordnance (UXO) Technician III	26.01
Weather Observer, Combined Upper Air and Surface Programs (3)	12.21
Weather Observer, Senior (3)	13.55
Weather Observer, Upper Air (3)	12.21
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	11.11
Parking and Lot Attendant	6.74
Shuttle Bus Driver	10.74
Taxi Driver	8.99
Truckdriver, Heavy Truck	14.46
Truckdriver, Light Truck	10.74
Truckdriver, Medium Truck	13.64
Truckdriver, Tractor-Trailer	14.46

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.15 an hour or \$86.00 a week or \$372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or success weeks after 10 years, and 4 after 20 years. Length of service includes the whole sp continuous service with the present contractor or successor, wherever employed, and the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eight paid holidays per year: New Year's Day, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Veterans' Day, Thanksgiving Day Christmas Day. (A contractor may substitute for any of the named holidays another d with pay in accordance with a plan communicated to the employees involved.) (See 29 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, o professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is

entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. rate of basic pay plus a night pay differential amounting to 10 percent of the rate basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employee (40 hours week) and Sunday is part of your regularly scheduled workweek, you are paid at your basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employment possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arm ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either the terms of the Government contract, by the employer, by the state or local law, or the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) uniforms is an expense that may not be borne by an employee where such cost reduces hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (\$0.67 cents per day). However, in those instances where the uniforms furnished are "wash and wear" materials, may be routinely washed and dried with other personal gear and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is no

listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classification listed in the wage determination. Such conformed classes of employees shall be paid monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work on such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order of priority (classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of action, together with the agency's recommendations and pertinent information including position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b) Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties required are not performed by a classification already listed in the wage determination. Remember it is not the job title, but the required tasks that determine whether a class is in an established wage determination. Conformances may not be used to artificially combine, or subdivide classifications listed in the wage determination.

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